

**CLASSIFIED STAFF COMMISSION
CLEMSON UNIVERSITY
MINUTES**

Tuesday, November 14, 1995

Chairman Robbie Nicholson called the meeting to order at 10:00 a.m.

Robbie recognized two journalism students visiting our meeting.

The October minutes were approved as written.

Robbie introduced Becky Martin, field representative and lobbyist, for the South Carolina State Employee's Association (SCSEA). Becky distributed information and membership applications to everyone present. A brief history of the employee's association was presented. Currently there are approximately 24,000 members and they work on issues benefitting state employees through lobbying the legislature. Insurance, retirement, and salaries are some of the issues the SCSEA addresses. Becky made a plea for everyone to join the Association, she iterated there is power in numbers and have a much stronger voice with a larger membership. There are four main areas the SCSEA deals with:

1. Recruitment
2. Information--Dissemination of current issues to all employees is important.
3. Chapter Boards--The local boards create a viable means for employees to become involved and have their voices heard.
4. Lobbying--Becky encouraged everyone to contact their legislators and let them know your concerns.

The state board of directors compiles the current issues to take to Columbia and address the legislators. Pay increases are always a primary concern. The Association continues to push for permanent pay increases to the base salary rather than the bonuses. SC is still behind the current cost of living. They are also striving to provide a career increment pay raise on a permanent basis. A new pay plan is proposed to reduce the number of classifications and ostensibly allow for increases without reclassification. Benefits and increases for retirees are also areas of concern for the SCSEA. Health insurance needs to be monitored on a continuous basis. Check all your invoices for overcharges and question any inappropriate expenses or costs. Reduction in force is another issue that concerns all employees. Working together is the best way to encourage and promote positive change.

Becky answered questions from the floor. Large excess funds are projected for this year and the Association hopes to impress upon the legislators that the state employees are behind the cost of living and encourage them to consider us a primary concern for increases. Unionization and striking is prohibited in a clause in the by-laws of the SCSEA. Local lobbying and working together is much more effective than small groups striking or acting on their own. There is a special committee working on a 25 year retirement program. Employees are encouraged to come to Columbia and see the operations in action. Wednesday is the best day to visit the state house and watch the legislative process. Becky will visit individual groups on campus; please contact her to

schedule a meeting. She concluded her talk with another plea to join and become active in the SCSEA. The legislators do listen and participation is the key to achieving the goals on the agenda.

Announcements from the Chair:

1. Dick Simmons requested Classified Staff representation on a newly formed Human Resource Advisory Committee.
2. The representative for student government announced the award for excellence in freshman teaching selection has been narrowed down. The students in McCabe and Holmes dormitories own their own recycling.
4. Governmental affairs have sponsored a number of tours and luncheons with legislators. There were special presentations from Clemson University and the legislators were impressed with what they saw. Robbie stated they are not familiar with all that happens on campus and this is a positive way to keep them informed.

Committee Reports:

1. **Policy/Welfare**--Steve Robbins announced a meeting today at 1:15.
2. **Communications Committee**--Michaelann Evatt is the new committee chair. She announced a newsletter will be published in January and the legislative brochure is being updated and revised. The next meeting is January 4, 1995.
3. **Scholarship**--Tony McGuirt announced 5 new participants and 2 increases to the Commission Scholarship Fund. The average donation is \$50-60 per year. The committee is preparing an end of the year promotion for soliciting donations. They will be forwarded to every classified employee. The annual USC versus Clemson Blood Drive is being held in the Palmetto Ballroom. It is \$1,000 scholarship fund raiser with the winning school receiving the funds. A t-shirt is awarded to all participants.
4. **Budget**--Calvin Becker--No report. Chairman Nicholson announced the receipt of a letter from Gary Ransdell committing \$3,500 in recurring funding and returning any performance credits to the Commission annually.
5. **Membership**--Kaye Hickman announced the next meeting is scheduled to follow the next Commission meeting. Kaye recommended that the Policies and Procedures be forwarded to Policy/Welfare for review. The motion was seconded and passed.

University Committees:

- A. **Traffic and Parking**--No meeting. Stephanie Pawlowski resigned as a representative effective in January. Her position has been reassigned to another area and Natalie Garrison will assume Stephanie's position.
- B. **Accident Review Board**--Lillian Lappie reported on the review of 2 motor pool vehicle accidents and both were assessed \$200 for damages and assigned to take a driver training course. Seven non-motor pool cases were also reviewed of which 1 was no-fault and the remaining were assessed \$200 and required to take the driver training course. The Motor Pool requires presentation of your driver's license when picking up a vehicle. The next meeting is January 18, 1996.
- C. **Joint City/University**--No report.

D. Athletic Council--Cecil McCaskill put the minutes on the table in the lobby. During the last meeting the group toured the new weight room, the equipment from the old room was donated to the health center and Fike.

E. Telecommunications--Kaye Hickman reported on the October 23, meeting. There are 3 consultants coming to campus on November 20 and 21, to complete their appraisal of information technology at Clemson. They are looking at all facets of telecommunications excluding only the long-distance learning. They will meet with many groups on campus, and if your area determines a reason to meet with these people, please contact Wayne Bennett. Southern Bell has donated a significant amount of equipment to Clemson. The next meeting is the third Wednesday in November.

SCSEA--The legislative breakfast is December 4, 1995, at the Holiday Inn. Please try to attend.

Unfinished Business:

1. Representation on Dean's search committees. Chairman Nicholson spoke with the Provost and he received a letter from the President concerning representation. He said the faculty manual does not provide for staff representation on a dean's search committee. Stephanie Pawlowski will attend the Faculty Senate meeting this afternoon on our behalf.
2. Policies and Procedures review. Robbie reminded everyone to review this and make comments or suggestions to the Policy/Welfare Committee.

New Business:

None

The meeting was adjourned at 11:35.

Next meeting will be December 12, 1995, 10:00 a.m. in the Student Senate Chambers